

Mrs. Williams's verbal statement
to Mr. Masaaki Takashima on 11th January, 2018

It is thought to be necessary for the Japan Association in the UK (JA) to explain our position clearly to Mr. Masaaki Takashima because Mr. Takashima replied to our solicitor and our Chairman of JA based on his own one-sided views of the situation.

In this case, it would be better to convey to Mr. Takashima our recognition that JA would, at the same time, appreciate his positive conducts helping various club activities rather than focusing on his misconducts only.

To start with, Mr. Takashima should realize that the problem is a series of his conducts, which had caused problems towards JA and NALC UK. Followings are the replies from JA towards Mr. Takashima's allegations.

- 1) Mr. Takashima alleged that it was against the normal course of action for JA to have decided to suspend Mr. Takashima's JA membership based on the accusation by Mrs. Atsuko Brown Takenaka without giving Mr. Takashima the opportunity of his explanation.

According to Mrs. Takenaka, however, Mr. Takashima continued the listing of NALC UK Ending Note on his website, insisting on his copyright even though Mrs. Takenaka had asked Mr. Takashima to delete NALC UK Ending Note from his website several times at the meeting with Mr. Takashima and at her emails, which was the reason why JA Councils had to conclude that Mr. Takashima lacked the recognition of his own misconducts and suspend Mr. Takashima's JA membership, sending the letter through our solicitor and notify Mr. Takashima of our decision but JA Councils was prepared to listen to Mr. Takashima, if Mr. Takashima wished so.

- 2) Mr. Takashima alleged that he had edited and compiled NALC UK Ending Note by himself and consequently he insisted on his copyright of NALC UK Ending Note, which, however, is wrong. He had edited and compiled NALC UK Ending Note based on the request from NALC UK and its contents are the property of NALC Japan and Care Team Japan in Switzerland and Mr. Takashima should not be regarded to be an author of NALC UK Ending Note.
- 3) Ignoring JA's request, Mr. Takashima had contacted Mr. Okada, Manager of

International Department, NALC Japan directly over the phone and alleged that Mr. Okada mentioned to Mr. Takashima that it was a bit regretful and troublesome to NALC Japan that NALC UK Ending Note had been published in the UK without a prior consent from them but they had no intention of taking this matter up further. However, according to our own investigation with Mr. Okada, he confirmed that he had never mentioned such things to Mr. Takashima but what he mentioned to Mr. Takashima was that this matter should be an internal issue of NALC UK and should, therefore, be sorted out by Mr. K. Sano, Chairman of JA and Mrs. Takenaka, Manager of NALC UK.

JA's view is that this is, in fact, not a copyright issue but the problem is that despite Mrs. Takenaka's repeated requests of deletion of NALC UK Ending Note from Mr. Takashima's website, Mr. Takashima had been keeping listing NALC UK Ending Note on his website until we sent a warning letter to Mr. Takashima through our solicitor. This event was organised based on the good relationship between NALC Japan and NALC UK but Mr. Takashima does not understand how troublesome it was to us for him to have listed NALC UK Ending Note on his website without a prior consent from JA. NALC UK Ending Note also contained some other information on medical and tax systems etc but it has nothing to do with this issue.

- 4) Mr. Takashima alleged that he had duly obtained prior consent from Mrs. Takenaka and accordingly he had not done anything wrong as far as he was concerned. However, normal common sense should be that he should have deleted NALC UK Ending Note from his website immediately as soon as it was known to him that there had been some misunderstanding.
- 5) Mr. Takashima's conducts, after he received a letter from our solicitor, was threatening JA's presence. JA had kept this matter strictly confidential amongst the JA Councils to protect Mr. Takashima's privacy. However, Mr. Takashima spread the information to his acquaintances within JA members over his emails and meetings, criticizing the Chairman of JA personally.

JA Councils should take stricter actions against such selfish conducts of a JA member so that this sort of problems would not happen again in the future.